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Arizona Labor Market NEWSLETTER

Arizona Department of Economic Security

Vol. VIII No. 8
August 1984

Unemployment Rate

Seasonally Adjusted
June*

ARIZONA	5.0%
Maricopa Co.	3.6%
Pima Co.	4.1%
UNITED STATES	7.1%

Consumer Price Index

National-May
1967 - Base Year

Wage Earner/Clerical Worker - 305.4
% Chg. Yr. Ago 3.1

All Urban - 309.7
% Chg. Yr. Ago 4.2

Phoenix-2nd Qtr.
1977 - Base Year

All Urban - 180.1
% Chg. Yr. Ago 5.6

Producer Price Index

National-June*
1967 - Base Year

All Commodities-311.4
% Chg. Yr. Ago 3.0

Finished Goods -291.2
% Chg. Yr. Ago 2.2

* Preliminary

Arizona's Changing Industrial Composition

There is much discussion today about the changing industrial composition of our nation's economy. We are seeing a decline in manufacturing's share of employment and the emergence of a service-producing economy. As Table 1 illustrates, Arizona is certainly typical of this trend and is, in fact, more service oriented than the nation as a whole. In 1983, the service-producing industries of transportation, communication and public utilities (TCPU), finance, insurance and real estate (FIRE), trade, services and government accounted for 73.72 percent of wage and salary employment nationally, whereas in Arizona they comprised 76.86 percent. To illustrate the increased dominance of the service-producing industries and the loss of employment share by the goods-producing sector, it is useful to compare Arizona's industrial employment composition in 1983 to that of 1971.

When comparing employment composition over time it is important to prevent cyclical fluctuations in employment from distorting the results. Similarly, the comparison interval must be long enough to define any trends that are present. For these reasons 1971 was selected. As in 1983, the number

of unemployed people in the state was generally declining throughout 1971 and was 14.1 percent lower than 1970, somewhat more than the 6.0 percent decline last year. Similarly, strong employment growth was registered in both years, 6.2 percent and 3.4 percent in 1971 and 1983 respectively.

Nationally, manufacturing's share of employment has declined by 20.6 percent since 1971, dropping from the largest source of jobs in 1971 to the third largest source in 1983. This reduction took place in both durable and non-durable manufacturing. Much of this can be attributed to industries that are facing strong foreign competition, e.g., automobiles, steel, clothing, etc. In Arizona, where these industries do not predominate, the decline in manufacturing's share of employment has been far less, 4.6 percent. The majority of this was due to non-durable manufacturing's share loss of 14.2 percent.

At the county level, the story is somewhat different. In Maricopa County, even with all the growth of "high-tech" firms, durable manufacturing still lost 17.4 percent of its share of employment since 1971. In fact, manufacturing dropped from the second largest to the third largest industry in the county. However, in Pima County, manufacturing moved from the fifth largest to the fourth largest source of jobs, increasing its share of employment by 69.8 percent. The growth in durable manufacturing in Pima County has been even more astounding, a substantial 99.8 percent. Even the nonmetropolitan counties saw manufacturing increase its share 2.0 percent, moving from the fifth largest to the fourth largest industry.

In 1983, trade had the highest percentage of wage and salary employment both nationally and in Arizona with 22.80 percent and 24.17 percent respectively. Since 1971, trade's share of employment has increased by 5.8 percent nationally and 4.2 percent statewide. Although wholesale trade showed a larger percentage increase in Arizona than nationwide, the state's wholesale industry still lags behind the nation as a whole. Conversely, retail trade had a larger percentage increase in employment share nationally than in Arizona, yet retail trade's share statewide is larger than in the nation, 19.34 percent versus 16.98 percent.

Once again, an examination of the substate areas reveals that in 1983, trade was the largest source of jobs in Maricopa County, the third largest source in Pima County and the second largest industry in the nonmetropolitan counties. Further analysis indicates that wholesale trade's share of employment remained virtually unchanged in Maricopa County and expanded slightly in the rest of the state. This could be an indication of the maturing of Maricopa County's economy and the budding development in the other regions of the state. Retail trade showed very strong growth in the nonmetropolitan counties, increasing its share of employment by 13.6 percent. This is contrasted with the modest 2.9 percent increase in Maricopa County and a 3.5 percent decline in Pima County. Retail trade's loss of employment share in Pima County is probably linked to the problems experienced by Mexico's economy in recent years. As Tucson grows, this trend should be reversed. Also, much of the gain experienced in the nonmetropolitan counties was located along the Colorado River. This area should continue to expand as it becomes more popular as a vacation destination.

The second largest industry both nationwide and statewide is services. Nationally, services moved from the fourth largest industry with 16.57 percent of employment in 1971 to 21.87 percent in 1983. Similarly, in Arizona, services increased its share of employment during the same period by 32.2 percent to represent 22.30 percent of the state's wage and salary employment. This increase was felt throughout the state, with all three areas -- Maricopa County, Pima County and the nonmetropolitan counties -- experiencing at least a 20 percent increase in services' share of employment.

An industry that lost employment shares both nationally and in Arizona was government. In the U.S., government slipped from second to third and had 17.50 percent of employment in 1983. Similarly, government's share of Arizona's employment declined 14.7

percent and dropped from the second largest to the third largest industry, representing 18.99 percent of wage and salary jobs in 1983. This trend was present in both Maricopa and Pima counties; however, government's share of employment increased by 3.4 percent in the nonmetropolitan counties. This was probably due to the large decline in the mining industry, the growth of military installations and the large amount of land operated by the federal and state governments.

Finally, the well publicized problems of the state's mining industry are illustrated by its 62.4 percent decline in employment share since 1971 to its current share of 1.33 percent. The hardest hit areas were Pima County and the nonmetropolitan counties which experienced 69.1 percent and 50.2 percent declines respectively. In 1971, mining accounted for 11.08 percent of employment in the nonmetropolitan counties but only 5.52 percent in 1983. In fact, both manufacturing and T.C.P.U. passed mining in terms of employment share in the nonmetropolitan counties so that last year, mining ranked sixth. Statewide, mining now last in employment share among all the major industrial categories.

This analysis provides support for the notion that the U.S. and, particularly, Arizona, are moving toward a service-producing and away from a goods-producing economy. Also, while the state has seen a number of manufacturing firms locate here, manufacturing's share of employment has nevertheless declined since 1971. Part of this may be due to manufacturing's employment multiplier; i.e., for every new manufacturing job created, there is more than one job created in the service-producing industries. However, at some point, the service-producing economy becomes fairly self-supporting. Finally, the move toward a service-producing economy is not likely to result in the extinction of goods-producing industries. Rather, some equilibrium between the goods-producing and service-producing sectors will probably be reached.

David Sinclair

TABLE 1
PERCENTAGE SHARE OF WAGE AND SALARY EMPLOYMENT
U.S. AND ARIZONA

	U.S.			ARIZONA		
	1971	1983	Percent Change	1971	1983	Percent Change
Manufacturing	26.15	20.76	-20.6	15.34	14.63	- 4.6
Durable	14.94	12.15	-18.7	11.54	11.37	- 1.5
Non-durable	11.22	8.61	-23.3	3.80	3.26	-14.2
Mining	0.86	1.13	31.4	3.54	1.33	-62.4
Construction	5.20	4.39	-15.6	7.79	7.18	- 7.8
TCPU	6.29	5.49	-12.7	5.33	5.26	- 1.3
Trade	21.56	22.80	5.8	23.19	24.17	4.2
Wholesale	5.62	5.81	3.4	4.52	4.83	6.9
Retail	15.94	16.98	6.5	18.66	19.34	3.6
FIRE	5.30	6.06	14.3	5.66	6.14	8.5
Services	16.57	21.87	32.0	16.87	22.30	32.2
Government	18.09	17.50	- 3.3	22.27	18.99	-14.7

NOTE: Percentages may not total 100.00 due to rounding error.

TABLE 2
PERCENTAGE SHARE OF WAGE AND SALARY EMPLOYMENT
MARICOPA, PIMA AND NONMETROPOLITAN COUNTIES

	MARICOPA COUNTY			PIMA COUNTY			NONMETRO COUNTIES		
	1971	1983	Percent Change	1971	1983	Percent Change	1971	1983	Percent Change
Manufacturing	19.94	16.32	-18.2	7.96	13.52	69.8	9.21	9.39	2.0
Durable	15.57	12.86	-17.4	5.57	11.13	99.8	5.70	5.96	4.6
Non-durable	4.37	3.47	-20.6	2.39	2.39	0.0	3.50	3.42	- 2.3
Mining	0.09	0.09	0.0	5.92	1.83	-69.1	11.08	5.52	-50.2
Construction	7.41	7.75	4.6	9.37	7.52	-19.7	7.42	4.64	-37.5
TCPU	5.30	5.21	- 1.7	5.39	4.32	-19.9	5.38	6.46	20.1
Trade	24.80	25.32	2.1	22.19	21.81	- 1.7	19.56	22.36	14.3
Wholesale	5.96	5.93	- 0.5	2.74	3.10	13.1	2.12	2.54	19.8
Retail	18.84	19.38	2.9	19.45	18.76	- 3.5	17.44	19.82	13.6
FIRE	7.09	7.44	4.9	4.51	4.68	3.8	2.69	2.82	4.8
Services	17.16	23.17	35.0	18.13	23.28	28.4	14.91	17.95	20.4
Government	18.23	14.71	-19.3	26.53	23.08	-13.0	29.75	30.76	3.4

NOTE: Percentages may not total 100.00 due to rounding error.

FAST FOOD JOBS: AN OVERVIEW OF THE NATIONAL STUDY OF FAST FOOD EMPLOYMENT

Reprinted from Washington Update (June 20, 1984), a biweekly newsletter of The National Job Training Partnership, Inc.

SUMMARY
In any given week, 3.5 million people in the U.S. -- 70 percent of them age 20 or less -- can be found working in the fast food industry.

Despite the prevalence of fast food jobs, it is widely assumed they are primarily "dead-end" positions, plagued by high turnover, low morale, inadequate salaries and lack of upward mobility. Millions of Americans eat at fast food restaurants, but few -- according to popular belief -- want to work there.

To test the truth behind these assumptions, the National Institute for Work and Learning, an independent nonprofit research firm located in Washington, D.C., conducted a first-ever intensive study of employment in the fast food industry. More than 7,000 hourly employees of seven fast food companies were surveyed. Participating companies were: Arby's, Del Taco, Kentucky Fried Chicken, Krystal, McDonald's, Roy Rogers and White Castle.

Funding for the study was provided primarily by the Ford Foundation, W.R. Grace Foundation, Charles Stewart Mott Foundation and the Rockefeller Foundation. Four fast food companies also helped fund the study: Arby's, Kentucky Fried Chicken, McDonald's and Roy Rogers.

Analysis of the surveys revealed many surprises. Contrary to what might have been expected, the researchers found a good deal of job stability, relatively high levels of job satisfaction, hourly wage rates above the minimum wage, large proportions of employees who work to help support their families or themselves, and considerable positive impact on the development of work-related skills and attitudes.

On the negative side, employees felt inadequately paid, and Blacks consistently earned less than Whites and Hispanics.

The study found that a "dual labor market" exists within the fast food industry. For many -- perhaps most -- employees, the fast food job is part of the "secondary labor market" characterized by low pay, limited training, little career mobility and fairly high turnover. For others, however, the job is a full-time occupation or the early stage of a hoped for career in the fast food industry. Workers in both groups often work side-by-side in the same store.

Study findings suggest that fast food jobs are not dead-end. They benefit, to a large extent, the great majority of hourly employees. For many, these jobs appear to serve as transitions between periods of schooling or to new jobs. For others, the fast food job represents a "port of entry" into an occupation or career. In fact, it seems that the fast food job helps most those employees with the least opportunity to learn skills necessary in the world of work. And for still other people, the flexibility of these jobs is the major attraction, allowing them to work when and as often as they want.

HOW THE STUDY WAS CONDUCTED

The study first began to take shape in 1978 with discussions among the Institute, Gino's (later purchased by the Marriott Corporation and subsequently dropped from the study), McDonald's and Marriott (Roy Rogers). Other companies joined in the project later on.

A survey questionnaire was designed with the assistance of Dr. Jerald Bachman from the Institute for Social Research at the University of Michigan. The fast food companies gave complete responsibility to the Institute for design of the study and interpretation of the results.

After pilot testing, the survey was administered during the winter of 1982-83 to more than 7,000 hourly employees working at 279 fast food restaurants in 207 cities and towns across America. A total of 4,660 surveys were returned, a 66 percent response rate.

WHO WORKS IN FAST FOOD JOBS?

The study found out a great deal about the people who work in fast food jobs. For example:

- The mean length of employment was 18 months, and 25 percent had worked two years or longer; another 25 percent had been on the job for six months or less;
- Females outnumbered males by two-to-one (66 percent to 34 percent);
- Fully 70 percent of the workers were age 16-20;
- Whites made up 77 percent of the survey respondents; Blacks, 16 percent; Hispanics, 5 percent;
- A total of 59 percent were classified as coming from "lower" or "lower middle" class backgrounds; just 13 percent came from the upper middle or upper classes;
- Over half the respondents' fathers and two-thirds of their mothers had a high school education or less;
- Fully half the respondents had continued their education beyond high school; 36 percent attended or were attending a two- or four-year college; 45 percent said they planned to graduate from a four-year college eventually;
- Among the respondents, 59 percent had "B" grade averages or above in high school;
- Seventy-one percent of all respondents believed work is "more than a way to earn a living," and 67 percent expected work to be a "central part of their lives."

In short, employees in fast food jobs tend to be female, relatively young, racially similar to the national population and living at home with one or more parents. Although they come primarily from lower or

lower middle class backgrounds, fast food employees are good students in school and plan to continue their education. Strong believers in the work ethic, fast food employees say they would work even if they didn't have to. They are also relatively stable employees, sticking with their jobs longer than is often assumed.

WHAT KINDS OF SKILLS DO FAST FOOD WORKERS LEARN?

Fast food workers are required to perform a wide variety of tasks, some of which are specific only to the industry. Other skills, however, are clearly transferable to other jobs.

The most obvious skill learned is operation of equipment such as cash registers and food preparation machines. But 70 percent of the respondents said they learned "some" or "a great deal" about training other employees; half learned supervisory skills; and 40 percent learned about inventory control. Only 20 percent said they learned bookkeeping or accounting skills.

Equally important, if not more so, are the "general employability skills" learned by fast food employees. Employability skills are those useful in any line of work. Among the employees surveyed, 90 percent said their fast food job helped them "some" or "a great deal" in learning how to deal with people. Ninety-four percent said they learned how to work with others. A total of 69 percent said they learned more about how a business runs, while 40 percent said they learned something of general business principles.

Fast food jobs also help employees -- especially Blacks and Hispanics and the young -- learn positive work values. Specifically, the fast food job helped:

- 73 percent learn about taking directions;
- 75 percent learn about getting along with coworkers;
- 57 percent learn about being on time;
- 64 percent learn about finishing an assigned task; and
- 59 percent learn about being dependable and coming to work regularly.

HOW DO FAST FOOD EMPLOYEES FEEL ABOUT THEIR JOBS?

In general, fast food employees like their jobs and do not feel work has hurt their grades or their social lives to any great extent. Teachers and counselors seem to agree -- more than 60 percent of each group approved of students working in fast food jobs. More than 70 percent of parents approved.

- A majority of fast food employees say they would like to move up into more responsible positions in the store and in the company. Companies should do more management recruitment from among hourly employees and make every effort to promote from within the ranks, especially Blacks and Hispanics, who in the study indicated the greatest interest in promotions.
- Training strategies should be better thought-out and should utilize a variety of approaches and materials. Companies that rely on district and area managers for training should consider using other sources.
- Despite the number of students working in fast food jobs, links with schools are almost completely absent. To reinforce the development of work-readiness skills and attitudes, schools should integrate fast food job experiences into existing career education programs.
- Schools and fast food companies could work together to create integrated work/study programs that move trainees into management positions.
- School counselors should make students aware of the opportunities and satisfactions of fast food jobs and should make contact with individual employers to refer students to job openings.

Copies of the study report, Fast Food Jobs, are available from the National Institute for Work and Learning, 1302 18th Street, N.W., Suite 501, Washington, D. C. 20036.

ARIZONA UNEMPLOYMENT INSURANCE ACTIVITIES - MAY 1984

	May 1984	April 1984	May 1983	From One Year Ago
Arizona Claimants Served*	27,157	28,149	62,346	-56.4%
Arizona Average Weeks Unemployed**	8.3	8.5	10.8	-23.1%
Arizona Benefits Paid*	$ 8,837,930	$ 8,087,757	$ 20,122,352	-56.1%
Arizona Trust Fund Balance	$212,568,755	$183,522,541	$168,168,986	+26.4%

*All Programs **UI Only

ARE ANNUAL SAVINGS UP TO $767 PER EMPLOYEE POSSIBLE FROM UI TAXES ALONE?

There are a variety of factors that businesses look at when determining where to locate their facilities. Arizona has been fortunate to have had many drawing cards to use in attracting firms to the state, including mild weather, abundant recreational opportunities, a growing skilled labor force and competitive wages, just to name a few.

Unemployment among American workers has reached record levels in the last several years. The recession has been felt by not only the general population but by businesses as well. Firms are responsible for paying unemployment insurance taxes into a trust fund maintained by states in which they do business to pay for the unemployment benefits collected by eligible former employees. Tax rates vary from state to state and can be an important factor for a company to consider when contemplating locations for its facilities.

Arizona's unemployment insurance (UI) tax rate structure is one of the lowest in the United States. Only the first $7,000 of an employee's earnings are taxed. No state has a lower tax base and 28 states have higher tax bases, with the high base of $21,400 in Alaska.

Although Arizona has had a very low tax base, its UI trust fund has consistently maintained a positive balance, even during periods of high unemployment. Other states have not weathered the recessions of recent years as well. Thirty-one states recently had to borrow a total of $13 billion from the federal treasury in order to finance their benefit payments.

The minimum tax rate that is levied on an Arizona business in 1984 is 0.10 percent. Only three states have lower minimum rates and only Washington state has a lower maximum than Arizona's 3.04 percent maximum rate. Washington, however, has a $12,000 tax base so that its employers pay a maximum $360 per employee while Arizona employers pay only a maximum $213 per employee, still the lowest in the nation.

Employers' tax rates are calculated each year based on a formula in Arizona law which requires that only the net required yield is brought in each year. Built into the computation process, also governed by statute, is a system of countercyclical financing to favor employers during deteriorating economic conditions. This year's tax increase to 1.88 percent, up from 1.12 percent, coincides with an improving economy and will help replenish the trust fund from which record payments were made to claimants during the last two years.

Companies should seriously consider the UI tax advantages Arizona has to offer. When

compared to the UI tax rate structure and fund stability of other states, locating in Arizona could mean an annual savings of many UI tax dollars per employee. When compared to the maximum cost a company could incur per employee (maximum tax levied by a state X tax base), doing business in Arizona could mean a maximum annual savings of $767 per employee (the difference of Idaho's $980 maximum cost per employee to Arizona's $213 maximum cost).

Lee Connelly

HOW ARIZONA COMPARES TO OTHER STATES IN UNEMPLOYMENT INSURANCE
(TAX RATE - 1983)

	ARIZONA	HIGH/LOW	RANK
Maximum Tax Rate* (% on taxable payroll)	2.90	10.00/2.90	50
Minimum Tax Rate (% on taxable payroll)	0.10	3.00/0.00	39
Average Tax Rate** (% on taxable payroll)	1.12	4.60/0.94	49
Taxable Wage Base	$7,000	$20,200/7,000	50
Maximum Cost per Insured Employee*** (Maximum tax X tax base)	$203.00	$806.40/203.00	50
Average Cost per Insured Employee**** (Average tax X tax base)	$78.40	$479.00/66.00	49
Trust Fund Balance (August 1983)	$179.9 million	$2,315.8 million/ -$2,564.9 million (19 states had negative balances)	8
States with Loans Outstanding	--	$2,564.9 million/-- (24 states had outstanding loan balances)	--

* Rate for 1984 has been set at 3.04 percent which would rank Arizona 49th compared to the 1983 survey.

** Rate for 1984 has been set at 2.30 percent, ranking Arizona 35th if compared to the 1983 survey.

*** Maximum cost for 1984 based on the maximum tax rate of 3.04 percent would total $213.00, still ranking Arizona 50th.

**** Average cost per insured employee for 1984 based on the average rate of 1.88 percent would be $132.00.

THE ARIZONA LABOR FORCE IN JUNE 1984

It has now been 20 months since the unemployment rate reached its peak of 11.2 percent in October 1982. The state's economic improvement since that time has been tremendous, as more than 105,000 people have found work. Our unemployment rate is now the lowest it has been since October 1979, principally the result of strong business activity in the Phoenix and Tucson metropolitan areas. In fact, the unemployment rate of 3.6 percent in Maricopa County for June is equal to the record low recorded in January 1970. The pattern of very strong employment growth that Arizona has experienced throughout 1984 continued in June and is expected to persist throughout the rest of the year.

While the metropolitan areas continue to influence the drop in our statewide unemployment rate, economic conditions are not nearly as strong in the state's rural areas. In the nonmetropolitan counties, unemployment rates range from 7.0 percent in Cochise County to a high of 17.8 percent in Yuma County. While there has been some improvement in the employment situation of the nonmetropolitan counties, as a group their unemployment rate currently stands at 10.8 percent.

By industry, employment growth in June was quite strong. Manufacturing added 1,800 new workers, bringing total employment to a new record of 168,700. All the improvement came in the durable goods sector with increases in fabricated metals and expansions in aerospace and electronics. Most of the increase was in the Phoenix area, with Tucson accounting for the balance.

Of particular note was the addition of 1,300 new staff in construction. High interest rates have not yet taken their expected toll. In fact, construction broke the previous record level of 90,600 that has stood since August 1979. That is good news to the 91,300 who now have a job in the industry, but the threat of high interest rates is keeping prospective home buyers from looking. Although nonresidential construction will cushion employment losses, the recent pace of hiring cannot be expected to continue.

Otherwise, most of the economy experienced seasonal activity. The loss of employment in government was the result of summer vacation time in the school systems. But part of the loss was offset by summer youth programs that added new staff. Meanwhile, trade and some areas of services in the metropolitan areas lost employment as the summer heat diminished tourist activity.

Arizona remains in excellent economic health. Many jobs are being created and unemployment has continued to fall. Manufacturing and construction hit record employment levels in June and the summer tourism season is impacting favorably on the state's northern counties. While many states continue to suffer, Arizona has returned to employment prosperity.

Arizona Labor Force and Employment

June 1984 (in thousands)

	ARIZONA				
				-- Amt Change --	
	Jun.* 1984	May. 1984	Jun. 1983	May. to Jun.	1983 to 1984
TOTAL CIVILIAN LABOR FORCE	1394.5	1404.2	1374.4	-9.7	+20.1
Total Unemployment	74.3	71.2	133.4	+3.1	-59.1
Rate	5.3	5.1	9.7	---	---
Rate (Sea. Adj.)**	5.0	5.3	9.3	---	---
Total Employment	1320.2	1333.0	1241.0	-12.8	+79.2

THE ABOVE LABOR FORCE STATISTICS SHOU

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

TOTAL WAGE AND SALARY	1124.5	1140.9	1053.1	-16.4	+71.4
Manufacturing	168.7	166.9	155.8	+1.8	+12.9
Durable Goods	133.0	131.2	121.3	+1.8	+11.7
Stone, Clay and Glass	7.1	7.0	6.2	+0.1	+0.9
Primary and Fabricated Metals	15.6	15.2	14.7	+0.4	+0.9
Primary Metals	6.6	6.5	6.6	+0.1	+0.0
Febricated Metals	9.0	8.7	8.1	+0.3	+0.9
Machinery	66.1	65.5	61.4	+0.6	+4.7
Other Durable Goods	44.2	43.5	39.0	+0.7	+5.2
Aircraft and Missiles	19.7	19.4	17.6	+0.3	+2.1
Lumber and Wood Products (Except Furniture)	7.0	7.0	6.5	+0.0	+0.5
All Other Durable Goods	17.5	17.1	14.9	+0.4	+2.6
Nondurable Goods	35.7	35.7	34.5	+0.0	+1.2
Food and Kindred Products	7.8	7.8	7.9	+0.0	-0.1
Apparel	5.1	5.3	4.9	-0.2	+0.2
Printing and Publishing	12.8	12.8	12.2	+0.0	+0.6
All Other Nondurable Goods	10.0	9.8	9.5	+0.2	+0.5
Mining and Quarrying	13.9	13.9	14.6	+0.0	-0.7
Copper Mining	10.9	10.9	11.6	+0.0	-0.7
Other Mining and Quarrying	3.0	3.0	3.0	+0.0	+0.0
Construction	91.3	90.0	78.5	+1.3	+12.8
Trans., Communications, and Public Utilities	59.0	58.4	56.5	+0.6	+2.5
Transportation	25.1	25.0	23.8	+0.1	+1.3
Communications and Public Utilities	33.9	33.4	32.7	+0.5	+1.2
Trade	269.6	270.6	256.4	-1.0	+13.2
Wholesale Trade	54.1	54.2	51.4	-0.1	+2.7
Retail Trade	215.5	216.4	205.0	-0.9	+10.5
General Merchandise and Apparel	36.5	36.7	35.2	-0.2	+1.3
Food Stores	34.5	34.3	32.7	+0.2	+1.8
Automotive and Service Stations	25.5	25.2	24.5	+0.3	+1.0
Eating and Drinking Places	76.0	76.9	71.4	-0.9	+4.6
Other Retail Trade	43.0	43.3	41.2	-0.3	+1.8
Finance, Insurance, and Real Estate	69.1	68.9	65.9	+0.2	+3.2
Services and Miscellaneous	258.4	257.2	238.2	+1.2	+20.2
Hotels and Other Lodging Places	26.7	27.9	24.3	-1.2	+2.4
Business Services	55.3	54.1	47.2	+1.2	+8.1
Health Services	67.2	66.9	64.5	+0.3	+2.7
Other Services	109.2	108.3	102.2	+0.9	+7.0
Government	194.5	215.0	187.2	-20.5	+7.3
Federal	40.6	40.3	38.7	+0.3	+1.9
State and Local	153.9	174.7	148.5	-20.8	+5.4
School	83.8	107.8	79.8	-24.0	+4.0

* Preliminary

** Normal seasonal variations have been eliminated to reflect underlying economic trends.

NOTE--Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

June 1984 (in thousands)

MARICOPA COUNTY					PIMA COUNTY				
			-- Amt Change --					-- Amt Change --	
Jun.* 1984	May. 1984	Jun. 1983	May. to Jun.	1983 to 1984	Jun.* 1984	May. 1984	Jun. 1983	May. to Jun.	1983 to 1984
879.3	887.9	847.8	-8.6	+31.5	257.3	258.8	256.4	-1.5	+0.9
34.1	34.4	63.0	-0.3	-28.9	11.0	11.1	23.8	-0.1	-12.8
3.9	3.9	7.4	---	---	4.3	4.3	9.3	---	---
3.6	4.0	7.1	---	---	4.1	4.5	8.9	---	---
845.2	853.5	784.8	-8.3	+60.4	246.3	247.7	232.6	-1.4	+13.7

NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS.

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

734.0	744.4	679.1	-10.4	+54.9	207.9	210.1	196.2	-2.2	+11.7
121.7	120.5	113.2	+1.2	+8.5	29.0	28.4	26.8	+0.6	+2.2
96.9	95.8	88.4	+1.1	+8.5	24.1	23.5	22.0	+0.6	+2.1
4.3	4.3	3.7	+0.0	+0.6					
9.8	9.6	9.5	+0.2	+0.3					
53.0	52.6	48.7	+0.4	+4.3					
29.8	29.3	26.5	+0.5	+3.3					
24.8	24.7	23.8	+0.1	+1.0	4.9	4.9	4.8	+0.0	+0.1
5.2	5.2	5.5	+0.0	-0.3					
3.0	3.0	2.7	+0.0	+0.3					
9.4	9.4	8.9	+0.0	+0.5					
7.2	7.1	6.7	+0.1	+0.5					
0.7	0.7	0.6	+0.0	+0.1	3.8	3.7	3.8	+0.1	+0.0
63.4	62.8	54.5	+0.6	+8.9	18.8	18.2	15.5	+0.6	+3.3
38.2	37.9	36.2	+0.3	+2.0	9.1	8.9	8.6	+0.2	+0.5
16.7	16.6	15.7	+0.1	+1.0	4.1	4.0	3.6	+0.1	+0.5
21.5	21.3	20.5	+0.2	+1.0	5.0	4.9	5.0	+0.1	+0.0
183.8	184.7	173.3	-0.9	+10.5	43.9	43.9	43.1	+0.0	+0.8
43.6	43.3	41.1	+0.3	+2.5	6.3	6.3	6.2	+0.0	+0.1
140.2	141.4	132.2	-1.2	+8.0	37.6	37.6	36.9	+0.0	+0.7
23.6	23.7	22.3	-0.1	+1.3	6.5	6.5	6.6	+0.0	-0.1
22.2	22.1	20.7	+0.1	+1.5	5.5	5.5	5.4	+0.0	+0.1
16.4	16.3	15.6	+0.1	+0.8	4.1	4.0	4.1	+0.1	+0.0
48.1	49.1	45.4	-1.0	+2.7	13.9	14.1	13.3	-0.2	+0.6
29.9	30.2	28.2	-0.3	+1.7	7.6	7.5	7.5	+0.1	+0.1
54.2	54.0	51.5	+0.2	+2.7	9.7	9.6	9.2	+0.1	+0.5
175.4	175.1	159.1	+0.3	+16.3	48.7	48.5	45.9	+0.2	+2.8
14.8	16.3	13.6	-1.5	+1.2	4.3	4.5	3.7	-0.2	+0.6
46.0	45.0	39.0	+1.0	+7.0	7.6	7.5	6.6	+0.1	+1.0
45.4	45.1	43.3	+0.3	+2.1	14.0	13.9	13.7	+0.1	+0.3
69.2	68.7	63.2	+0.5	+6.0	22.8	22.6	21.9	+0.2	+0.9
96.6	108.7	91.7	-12.1	+4.9	44.9	48.9	43.3	-4.0	+1.6

-- Prepared by Labor Market Information, Research and Analysis (CPS-MOD, 1/84)

NONMETROPOLITAN COUNTIES LABOR FORCE AND EMPLOYMENT
JUNE 1984 (Preliminiary)

	Apache	Cochise	Coconino	Gila	Graham	Green-lee	La Paz
TOTAL CIVILIAN LABOR FORCE*.	14,675	28,125	36,150	13,575	7,050	3,850	4,600
Total Unemployment	2,500	2,050	3,375	1,500	600	275	500
Rate	17.0%	7.3%	9.3%	11.0%	8.5%	7.1%	10.9%
Rate (Seas. Adj.)**. . . .	16.3%	7.0%	8.7%	10.9%	8.1%	7.4%	-INA-
Total Employment	12,175	26,075	32,775	12,075	6,450	3,575	4,100
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS							
TOTAL WAGE AND SALARY. . . .	12,825	21,250	30,975	9,775	3,975	3,050	2,325
Manufacturing.	700	1,525	2,600	1,375	100	325	100
Mining and Quarrying	50	350	50	1,650	100	1,650	0
Construction	1,525	925	1,125	475	125	50	50
Trans., Comm., & Pub. Util..	1,650	1,350	2,225	250	150	50	50
Trade.	1,050	4,400	7,175	1,725	1,150	350	800
Fin., Insur., & Real Estate.	150	625	600	225	100	25	100
Services and Miscellaneous .	3,225	2,625	7,975	1,550	700	100	650
Government	4,475	9,450	9,225	2,525	1,550	500	575

	Mohave	Navajo	Pinal	Santa Cruz	Yavapai	Yuma
TOTAL CIVILIAN LABOR FORCE*.	20,950	25,125	28,850	8,450	30,100	36,450
Total Unemployment	1,775	3,350	3,250	1,375	2,200	6,500
Rate	8.5%	13.3%	11.3%	16.3%	7.3%	17.8%
Rate (Seas. Adj.)**. . . .	8.1%	13.4%	10.8%	15.4%	7.6%	-INA-
Total Employment	19,175	21,775	25,600	7,075	27,900	29,950
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS						
TOTAL WAGE AND SALARY. . . .	14,625	17,075	21,625	7,075	16,700	21,475
Manufacturing.	2,200	1,950	2,550	875	2,075	1,650
Mining and Quarrying	250	1,075	3,875	25	325	50
Construction	900	600	600	225	925	1,500
Trans., Comm., & Pub. Util..	950	1,625	975	550	875	1,000
Trade.	4,300	3,100	3,775	2,775	4,600	6,725
Fin., Insur., & Real Estate.	725	275	725	225	725	750
Services and Miscellaneous .	2,875	4,275	2,100	1,050	3,250	3,900
Government	2,425	4,175	7,025	1,350	3,925	5,900

*Adjusted to the Current Population Survey (CPS) to reflect place of residence.
**Seasonal adjustment not applicable for economic assistance programs.

NOTE--Series for Yuma and La Paz counties start January 1983. Data are not comparable to any past series.

Prepared in conjunction with the U.S. Department of Labor, Bureau of Labor Statistics.

ARIZONA LABOR FORCE AND EMPLOYMENT FOR ECONOMIC ASSISTANCE PROGRAMS
April 1984 (Final)

County	Civilian Labor Force	Employment	Unemployment	Rate
Statewide	1,406,081	1,334,980	71,101	5.1%
Apache	13,969	12,435	1,534	11.0
Cochise	28,204	26,150	2,054	7.3
Coconino	35,169	32,929	2,240	6.4
Gila	13,692	11,903	1,789	13.1
Graham	7,461	6,783	678	9.1
Greenlee	3,836	3,600	236	6.2
La Paz	4,717	4,174	543	11.5
Maricopa	889,177	854,683	34,494	3.9
Mohave	21,519	19,582	1,937	9.0
Navajo	24,033	21,779	2,254	9.4
Pima	259,339	247,862	11,477	4.4
Pinal	30,036	26,764	3,272	10.9
Santa Cruz	8,390	7,425	965	11.5
Yavapai	30,493	27,862	2,631	8.6
Yuma	36,046	31,049	4,997	13.9

Data have been adjusted to the 1972 Standard Industrial Classification (SIC). These figures are the only official BLS labor statistics to be used for revenue sharing purposes. They are not designed to be used as economic indicators. Note: Series for Yuma and La Paz counties start January 1983. Data are not comparable to any past series.

ESTIMATED HOURS AND EARNINGS OF PRODUCTION WORKERS IN SELECTED INDUSTRIES IN ARIZONA
JUNE 1984

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVG. HOURLY EARNINGS		
	JUNE* 1984	MAY 1984	JUNE 1983	JUNE* 1984	MAY 1984	JUNE 1983	JUNE* 1984	MAY 1984	JUNE 1983
FOR THE STATE OF ARIZONA*									
Manufacturing	366.71	358.67	374.14	40.7	40.3	40.8	9.01	8.90	9.17
Aircraft & Missiles	INA	INA	465.50	INA	INA	41.6	INA	INA	11.19
Food & Kindred Products	305.73	313.10	340.96	39.5	40.4	39.6	7.74	7.75	8.61
Primary Metals	503.26	480.64	464.36	40.1	39.3	38.6	12.55	12.23	12.03
Machinery	337.42	330.89	355.56	40.8	40.6	41.2	8.27	8.15	8.63
Copper Mining	551.26	550.09	520.74	41.2	41.8	39.6	13.38	13.16	13.15
Construction	430.85	424.05	419.76	37.4	37.1	36.0	11.52	11.43	11.66
Utilities	525.95	525.95	500.76	42.9	42.9	42.8	12.26	12.26	11.70
Retail Trade**	245.73	245.73	210.52	33.8	33.8	33.9	7.27	7.27	6.21
Wholesale Trade	351.50	351.50	338.40	38.5	38.5	40.0	9.13	9.13	8.46

* Preliminary
** Excludes eating and drinking places.
NOTE--These estimates are based on a sample of full and part-time production and related employees whose payroll and hours are reported for the pay period which includes the 12th of the month. Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

--Prepared by Labor Market Information, Research and Analysis (1972 SIC, 1/84)

1984 LEGISLATIVE ACTION - A SUMMARY OF LMI-RELATED BILLS ENACTED BY THE 36TH ARIZONA LEGISLATURE

TAX SUBTRACTIONS

Displaced Homemaker Employment; Tax Subtraction (H.B. 2006) - CHAPTER 210. Provides a deduction from Arizona gross income for employers equal to the first three months of wages paid to a displaced homemaker. The deduction will be available from tax year 1984 through tax year 1987. The Arizona Department of Revenue will provide an affidavit to be completed by the individual certifying that he/she meets the definition of a displaced homemaker as set forth in the act.

Income Tax Breaks; Child Care (S.B. 1163) - CHAPTER 33. Establishes a subtraction from Arizona gross income for the cost of renovating, remodeling, acquiring or constructing a child care facility for the children of employees of the taxpayer. The cost may be amortized over a 24-month period, beginning with the month in which the facility is placed in service.

RIGHT-TO-WORK/LABOR PRACTICES

Right-to-Work Law; Enforcement (H.B. 2308) - VETOED. Would have authorized the Attorney General to "independently" enforce Arizona's right-to-work laws and allowed attorney fees to be awarded to the prevailing party in an action brought pursuant to these laws. The governor vetoed this legislation because he believed it unnecessary in light of the present right-to-work statutes.

Illegal Labor Practices (H.B. 2310) - VETOED. Would have provided that any violation of Title 23, Chapter 8, Articles 1 and 2 by use of force or violence is a class 6 felony and that any other violation of these laws is a class 1 misdemeanor. Also would have prohibited picketing which interferes with the access to any premises or with the free use of public streets, public sidewalks or other public ways. The governor vetoed this legislation because he believed it "outlaws peaceful expression of First Amendment protected speech" which is unconstitutional.

Repeal Little Davis Bacon Act (S.B. 1010) - VETOED. Would have removed and prohibited requirements that public works contracts contain provisions guaranteeing that wages paid by the contractor or subcontractor are not less than the prevailing rate of wages for work of similar nature in the state or political subdivisions where the project is located. In his veto message, the governor stated that he did not believe the state should be in the business of dictating to local governments what provisions should or should not be included in local contracts.

UNEMPLOYMENT INSURANCE

Unemployment Insurance; Various Changes (S.B. 1085) - CHAPTER 155. Makes the following changes to the state's unemployment insurance laws: 1) increases the individual taxable wage limit from $6,000 to $7,000; 2) includes tips, gratuities or service charges as wages if they are collected by the employer or used by the employer to conform to federal or state minimum wage requirements; 3) provides for retroactive payment of benefits denied to educational institution employees unemployed between school terms when not employed by the institution for the second term; 4) prescribes the method of determining unemployment benefit amounts for piecework employees; 5) authorizes the Department of Economic Security (DES) to withhold payments to unemployed persons liable for child support; 6) changes certain unemployment benefit eligibility requirements; 7) provides for the automatic continuation of a shared work plan by a succeeding employer if they certify the shared work benefits, provides for automatic coverage of an employee of an employer under a shared work plan upon notice to DES and certification of the employee, and allows for a one-year extension of a shared work plan upon DES approval.

Unemployment Compensation; Employer Contribution Rates (S.B. 1092) - CHAPTER 176. Increases the maximum employer contribution tax rate to 5.40 percent beginning January 1, 1985 to conform with the Tax Equity and Fiscal Responsibility Act of 1982 amend-

ments to the Federal Unemployment Tax Act. Provides a 2.70 percent reduced tax rate for new employers not yet eligible for the computed rate. Implements a schedule of rates for "negative reserve ratio" employers over a three year period and modifies the additional tax rate currently applied to negative-balance employers participating in the Shared Work Program.

EDUCATION

Teachers; Proficiency Examination (H.B. 2156) - CHAPTER 286. Among its provisions, this bill requires the State Board of Education and the Board of Regents to develop a reading, grammar and mathematics proficiency examination which must be passed before admittance to a teacher training program in the college of education of any state university.

Career-Ladder Plan for Teachers (S.B. 1095) - CHAPTER 346. An emergency measure providing financial assistance to selected school districts for the development of a career-ladder plan for teachers. The plan will be based on a multi-level structure of teaching positions in which the advancement to a higher level will require either advanced skills or both advanced skills and additional responsibilities.

Schools; Principals' Institute (S.B. 1226) - CHAPTER 348. Establishes an annual principals' institute to be offered for two weeks during the summer. The first principals' institute will be offered during the summer of 1985 with a focus on instructional leadership skills and teacher evaluation.

Teachers; Part-Time Employment; Tenure (S.B. 1031) - CHAPTER 52. Allows a teacher with continuing status (tenure) to keep this status if employed on a part-time basis for at least 40 percent time; also adds to the statutes a definition of full-time teacher.

OCCUPATIONAL SAFETY

Occupational Safety; Hazard Determinations; Hearings (H.B. 2507) - CHAPTER 234. Provides that a condition or practice which is common within an industry is not deemed to be a recognized hazard unless a standard or regulation has been developed by the state OSHA division or the Industrial Commission concerning the condition or practice.

PAYMENT OF WAGES

Labor; Payment of Wages (H.B. 2519) - CHAPTER 284. Increases the maximum wage claim award for unpaid wages from $1,000 to $2,500. Allows the State Labor Department to act on behalf of an employee in order to obtain a judgment and execution, garnishment, attachment or any other available remedy for collection of unpaid wages established by final determination of the department. Authorizes the department to receive payment of wage claims on behalf of employees and establishes a special fund for the deposit of these wages until they are disbursed to the employees. Increases the penalty for an employer's noncompliance with a department order or court order to pay wages due an employee to three times the unpaid wages.

OCCUPATIONAL LICENSING/REGULATION

Funeral Directors and Embalmers Board; Continuation (S.B. 1080) - CHAPTER 356. Continues the Funeral Directors and Embalmers Board until July 1, 1994. Includes provisions for increasing licensing and registration fees collected by the board and provides for the biennial renewal of certain licenses. New provisions have been added concerning the board's authority to take disciplinary action, issue warning notices and impose probation on licensees or registrants, and deny any license and registration applications.

Bail Bond Agents; Licensure (S.B. 1090) - CHAPTER 192. Requires bail bond agents to pass a written examination and post a $10,000 surety bond prior to licensure. Prescribes professional conduct for bail bond agents.

Board of Barbers; Continuation (H.B. 2445) - CHAPTER 279. Continues the Board of Barber Examiners (now Board of Barbers) until

July 1, 1994. Repeals the existing legislation and replaces it with a significantly revised code regulating professional barbering including the following: strengthens the board's regulatory authority over licensees; provides for biennial rather than annual licensing of barbers; allows cosmetologists to become licensed barbers upon completion of 725 hours of specified studies instead of the standard 1,250 hours of study; grants license reciprocity to applicants from states which grant reciprocity to Arizona graduates provided the applicant has had at least one year of practical experience; eliminates certification of barber's apprentices and grants licensure to all apprentices registered before the effective date of the act.

Board of Cosmetology; Continuation (H.B. 2446) - CHAPTER 280. Continues the Board of Cosmetology until July 1, 1994. Repeals the existing legislation and replaces it with a significantly revised code regulating professional cosmetology and manicuring including the following: strengthens the board's regulatory authority over licensees; provides for biennial rather than annual licensure; eliminates the licensing of finger wavers; grants license reciprocity to applicants for cosmetology or manicuring licenses from states or countries which grant reciprocity to Arizona graduates, have substantially similar licensing requirements and have practiced cosmetology or manicuring for at least one of the five years immediately preceding the application.

Board of Accountancy (S.B. 1083) - CHAPTER 55. Includes provision to allow Board of Accountancy to take disciplinary action against any holder of an accounting certificate.

Physician's Assistants; Regulation (H.B. 2449) - CHAPTER 102. Included in this bill is a provision to repeal the Joint Board of Medical Examiners and Osteopathic Examiners in Medicine and Surgery and establish a nine-member Board on Regulation of Physician's Assistants. Requires physician's assistant to initially register with the board; to annually renew the certification after completing required continuing education courses; and to perform health care tasks under physician's direction. Requires supervising physician to apply for approval of employment of physician's assistant and to only direct two physician's assistants at the same time and location.

Board of Pharmacy; Continuation (H.B. 2126) - CHAPTER 91. Provides for the continuation of the Board of Pharmacy until 1994. Provides for malpractice claim review and reporting; clarification of the procedures regarding hearings and disciplinary actions; expansion of grounds for disciplinary action; increased fees; a grade certification fee; increased amounts of controlled substances which may be dispensed; and mandates the contents of prescription orders. Also eliminates free second examinations and allows for exemption of continuing education requirements if good cause is shown.

Board of Physical Therapy Examiners (S.B. 1077) - CHAPTER 29. Provides for continuation of the Board of Physical Therapy Examiners until 1994. Specifies malpractice reporting requirements; outlines board membership and elections; prescribes licensing requirements, examination schedules, and fees and revises issuance of temporary and probationary permits to out-of-state licensees and foreign-trained applicants respectively.

Board of Podiatry Examiners (S.B. 1076) - CHAPTER 70. Provides for continuation of the Board of Podiatry Examiners until 1994. Establishes new reporting procedures for insurers in the event of malpractice claims and actions and makes various changes in licensing examination and unprofessional conduct statutes.

Nursing Care Institution Administrators (S.B. 1075) - CHAPTER 345. Provides for continuation of the Board of Nursing Care Institution Administrators until 1994. Includes provision to require the director of the Department of Health Services to report administrator-related problems to the board. Requires board to maintain a complaint log on each administrator which

is reviewed prior to license renewal, and to notify an administrator in question of the complainant's name and nature of the complaint. The bill also provides for changes in board membership; fee increases; and establishment of provisional license fee.

Board of Dental Examiners (H.B. 2319) - CHAPTER 99. Among its provisions, this bill requires the Board of Dental Examiners to establish educational requirements for denture technology schools and to evaluate dental hygiene and denture technology schools. It also increases reinstatement fees and adds definitions for dental assistant, dental x-ray laboratory technician recognized school of denture technology and supervised personnel.

Board of Nursing (S.B. 1281) - CHAPTER 245. This bill makes a number of changes in the current Nursing Board laws. Among the more significant, it gives the board authority advisory opinions regarding functions of the nursing profession; provides that an applicant who fails the written exam administered by the board three times must complete additional educational requirements prescribed by the board prior to taking the test again; provides specific requirements for licensure for applicants who graduated from a foreign school of nursing; and increases fees.

Osteopathic Physicians (S.B. 1236) - CHAPTER 310. Included in this bill are provisions to order a summary, suspension of a license and to impose a civil penalty. Provides penalties for failure to renew license; prescribes procedures for license cancellation and suspension; expands the definition of unprofessional conduct; increases the penalty for violations of the chapter and charges penalty and licensing fees.

Board of Medical Examiners (S.B. 1270) - CHAPTER 351. This law makes a number of significant changes including the following: provides for limited licensure (one year) in underserved areas for applicants who have not met all licensure requirements; eliminates the requirement that applicants applying for licensure through endorsement of examination hold an active license in the state in which the written exam was passed; increases the application fees; and clarifies who may use the designation "M.D."

Structural Pest Control Board; Continuation (S.B. 1297) - CHAPTER 312. Continues the Structural Pest Control Board until July 1, 1994. Makes various statutory changes, to become effective January 1, 1985 including the following: 1) allows the board to enter into intergovernmental agreements to facilitate the certification of landscape contractors by the Registrar of Contractors, exempting government employees from these statutes unless the employee applies pesticides to golf courses, cemeteries, schools or school grounds; 2) provides that each branch office of a business must have a certified applicator to supervise other applicators, requires each business to have a "qualifying party" who must satisfy certain stringent requirements as to background and knowledge, and provides that all employees who apply pesticides must be trained by the certified applicator and registered with the board; and 3) requires continuing education for renewal with the board of certified applicators and qualifying parties.

Veterinary Medical Examining Board; Licenses; Qualifications; Fees; Disciplinary Actions (H.B. 2051) - CHAPTER 341 Allows the Veterinary Medical Examining Board to employ personnel as it deems necessary. Prescribes collection of veterinary license fees, payment of renewal fees, and veterinary technician certificate fees. Prescribes disciplinary action options for the board with regard to veterinary premises license holders.

SOURCE: 1984 State Senate Legislative Summary. Prepared by Arizona State Senate research staff under direction of Senate President, Stan Turley.

Construction - Preliminary work has begun on a $20 million residential-commercial development project in south Tempe that will include a major shopping mall. The 180-acre tract to be developed is located at 56th Street and Elliot Road, near the Interstate 10 interchange.

A proposed 29- to 31-story resort hotel connected to a mountaintop restaurant by a tram system has received tentative approval from the Glendale City Council. The hotel and restaurant, expected to open January 1, 1987, are part of a Richardson, Texas, firm's plans for a development at Arrowhead Ranch.

Plans have been announced to build a 250,000-square-foot development in downtown Tucson. The $150 million series of buildings will be the city's largest office complex. Construction is expected to begin next spring and take five years.

Goodyear Tire and Rubber Co. and Westinghouse Communities Inc. are considering joint development of a premier community on 12,000 acres near Litchfield Park. The companies are conducting a feasibility study to develop specific plans for the community. The study is expected to be completed by the end of 1984 with first construction two to three years away. Neither company has provided more specifics about the magnitude or cost of the project.

A $2.7 million Biltmore office of the Valley National Bank will be completed in early 1985. The three-story structure is approximately 12,000 square feet.

Manufacturing - The Navy has decided to seek a second manufacturer for the improved version of its Phoenix air-intercept missile, which had been an exclusive product of the Hughes Aircraft Co. plant at Tucson. Hughes has about 6,500 employees at the Tucson plant, with less than 10 percent of its efforts assigned to the Phoenix missile for the Navy. The company has said it is "continuing uninterrupted production" of the missile and that it doesn't foresee any curtailment of activities at the Tucson plant or disruption of the workforce.

W.L. Gore & Associates has begun construction of its first facility at the Woody Mountain site in Flagstaff. The facility, to be completed the end of March, is the first of four buildings planned for construction. A second phase -- an industrial park -- also is planned to be situated on connecting state land.

Gore is one of the largest Flagstaff employers with more than 700 associates in the area. Medical, electronic, distillation and process development support divisions are presently divided among four owned and two leased facilities. The distillation division is slated for relocation to Florida.

Hospitals - The high turnover rate among nurses at Maricopa Medical Center has declined and stabilized since last year. In July, the hospital had fewer than 30 vacancies among the nearly 500 registered-nurse positions. This contrasts to 95 vacant registered-nurse positions at one time last year when low salaries and the possibility of layoffs prompted the exodus of dozens of nurses from the center.

Communications - Meredith Corp., which owns KPHO-TV in Phoenix, has announced plans to build printing facilities in Arizona worth nearly $100 million. The printing operation will be located in Yuma or Casa Grande and will create 200 new jobs. The first of the facility's two buildings is scheduled for completion by mid-1986.

Construction will begin soon on KDTU-TV, Channel 18, in Tucson. The transmitter site will be located in the Tucson Mountains east of the city. Plans call for the transmitter to be located in 900 square feet of space in a facility which will be constructed underground. Channel 18 is scheduled to go on the air before the end of 1984.

Retail Trade - Ross Stores, an off-price retail chain, plans to open three stores in

the Phoenix area, the first in the renovated Tower Plaza. The other locations will be at Poca Fiesta Mall in Mesa and at 43rd Avenue and Peoria. Ross carries branded merchandise at discount prices.

Distribution Center - United Parcel Service plans to build a 450,000-square-foot, 150-truck distribution center in the Price Road Business Park in Tempe. The new center, expected to be completed in 1988, will provide about 150 new full-time jobs and 50 part-time jobs. UPS has not decided whether it will close its 10-truck station at 23rd Street and Priest in Tempe after the new hub is completed.

Food Companies Merge - Armour Frozen Foods Division will merge with Banquet Foods Co. of St. Louis to form the world's largest volume manufacturer and marketer of frozen prepared foods. About 20 employees at the Scottsdale facility have been invited to relocate to Missouri and at least 12 are expected to do so. Armour Frozen Foods Division had been owned by the Greyhound Corp. before it was sold to ConAgra Corp. ConAgra also owns Banquet Foods.

Education - The Tucson Job Corps has been awarded another two-year contract by the U.S. Department of Labor. The contract took effect July 1 and contains an option to renew for three years in one-year increments. The Job Corps offers basic educational and vocational training for qualified resident youth. Vocational courses include plumbing, electrical wiring, apartment building maintenance, welding, automotive repair, electronic assembly and clerical skills.

The American Graduate School of International Management has dedicated its new International Conference Center. The center will house classes and offices for Intercom, the Glendale school's international executive-training arm. Intercom offers custom-designed programs for corporate clients ranging from international finance to cross-cultural communications.

Layoffs - Three Arizona terminals of Lee Way Motor Freight Inc. have closed, leaving 38 workers without jobs. The closings are part of a massive cutback by CL Motor Freight of Columbus, Ohio, which acquired Lee Way in May. Thirty workers were furloughed at the Phoenix terminals and eight at the Tucson and Nogales terminals. Besides the Arizona terminals, the company has closed its Las Vegas, Nevada, operations and has scheduled for closing terminals at Albuquerque, New Mexico, Baltimore, Washington, D.C. and Philadelphia.

Unions - The National Labor Relations Board in Washington has ruled that a union cannot impose any restrictions on a worker's right to resign his or her union membership, even during a strike. The decision reversed a board policy handed down in 1982 that had allowed a union to require a 30-day waiting period before a resignation became effective. The board rejected a union argument that the restriction is justified because it seeks to preserve strike solidarity and protect the rights of employees who choose to continue to strike. The ruling may strengthen a pending case against the Ajo Machinist local, which has levied $5,000 fines against members who defied a strike against Phelps Dodge Corp. and crossed picket lines to work.

Conferences - "Skill Development for Today's Woman Manager," a statewide workshop sponsored by the YWCA, the Arizona Department of Education and the Phoenix Mayor's Commission on the Status of Women, has been scheduled for September 28 at the YWCA National Leadership Development Center, Phoenix. A registration fee of $45 is required by September 20. For additional information, contact the YWCA at (602) 264-3811.

"From Welfare to Work: A Challenge for Women," a conference to increase awareness of the specialized training needs of low income and disadvantaged women and to highlight Arizona programs that provide effective vocational training and support services for women, has been scheduled for September 13-14 at the YWCA National Leadership Development Center, Phoenix. The conference is jointly sponsored by the Arizona Department of Economic Security and the Arizona Department of Education. A registration fee of $25 is required. For additional information, call Jeanne Landdeck at (602) 255-3382.

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This periodical is issued and printed by the Arizona Department of Economic Security as authorized by the Wagner-Peyser Act and is paid out of federal funds granted by the U.S. Department of Labor.

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